

Defense Medical Human Resource System *internet*

**(DMHRSi)
Beyond Timesheets**

22 September 2011

- **Past, Present, and (Most Importantly), the Future**

What is it really?

A web-based Tri-Service human resource management system that will allow ready access to essential **manpower**, **personnel**, **labor cost assignment**, **education & training**, and **readiness** information across the MHS enterprise



Active Duty

Civilians

USUHS

Reserves &
Guard



Volunteers

Contractors

Other Federal
Employees (PHS,
VA)



DMHRSi Benefits

- **Enables consolidation of all HR functions**
- **Eliminates need for stand alone systems and redundant data bases/systems**
- **Provides tri-service standardized labor costing approach**
- **Tracks the cost of medical readiness**
- **Personnel in/out processing time greatly reduced**
- **Personnel have visibility of their own information**
- **Supervisors gain instant access to critical information on their personnel**
- **Provides instant visibility of assignment of projected gains/losses and sponsors**
- **Provides visibility of staffing levels (required and actual)**
- **One source of query for all personnel types (ACDU/CIV/CON/VOL/RES)**
- **Promotes synergy between Manpower/Personnel/E&T/Readiness and LCA**

DMHRSi Benefits

continued

- **Tracks historical training (JCAHO requirement)**
- **Allows for instant visibility of available training at command and across MHS**
- **Enables individuals to request training online eliminating paper requests**
- **Allows for projected gains to have training scheduled prior to their arrival**
- **Provides for single data base for all training that is received**
- **Instant access to readiness posture of all personnel assigned to platforms**
- **Visibility of HR data for all personnel who are assigned to platforms**
- **Tracks readiness equipment/clothing issuance and medical/admin requirements**
- **Reduces upper echelon queries due to their ability to view command data**

- **DMHRSi History**

The Past

Why do we have it?

- **Persian Gulf War, GAO, and Congressional Interest**
- **Web-based, Commercial Off the Shelf**
- **Deployed to All Hospitals, Medical, Dental & Vet Clinics as of 30 Sep 2009**
 - **Over 600 sites and 170,000 users worldwide**
- **\$168M Total Lifecycle Costs since 1998**
- **\$11M Annual Sustainment Costs**

The Present

Current Status

- **Services**

- Fully deployed to all service MTF/DTF's (Navy non Meprs as well)
- Navy turning off legacy systems (one remains)
- Army using Line Army systems for E&T and Readiness

- **HA/TMA/USUHS**

- Not using DMHRSi (or in a very limited capacity)
- Unable to get information from DMHRSi
 - Transactional system doesn't allow aggregation & analysis of data & reporting

- **JTF CapMed**

- Using the application and writing tri-service specific Business Rules on the use of DMHRSi

Allows visibility of all navy and Army employees

- **Joint Staff**

- Has not been a part of configuration/discussions
- May have interest in Readiness Module Requirements baseline effort

The Future

Where are we going?

The Immediate Future

Funded through FY 2015

- Manual interfaces have been automated. Will greatly improve data quality
- Human Capital Stakeholders Meeting
 - SES/Flag Level Representatives (gives great support to DMHRSi efforts)
 - Meet to discuss DMHRSi and Tri-Service use

Stakeholder Meeting Action Items

- ***Action 1: State value proposition of the user and (re)baseline DMHRSi Requirements***
- Action 2: Develop a process to prioritize and then implement DMHRSi Improvements
- Action 3: Develop expected outcomes/metrics for Senior Leadership to monitor system performance

Examples of great information

- Alpha Rosters by command or work center
- Roster by person type
- Roster by skill type
- Roster by Occupation Code
- Rosters with home address and phone
- All positions and who is filling them
- All empty positions
- Roster of all personnel with a specialty (i.e. mental Health)
- Deployed Personnel
- All supervisors and who they supervise
- All positions by organization
- List of critical employee dates
- List of people by pay grade
- List of Org/Group mismatch

- All positions with more than one person assigned
- All personnel who require a NPI number and if it is entered
- LCA records on Orgs
- All timecard approvers by Group
- Status of all timecards
- Hours reported by MEPRS Code and work assignment
- All training history
- Training history by individual course
- HR errors that effect EAS files
- Skill Type/suffix to Occ Code mismatch
- All loaned personnel
- All borrowed personnel
- Roster of all dual component personnel

Questions?